

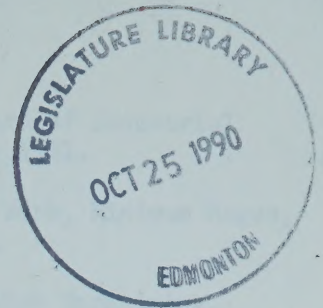
CA2 ALL 60
A56
1963

ALBERTA LEGISLATURE LIBRARY



3 3398 00498 1865

LIBRARY
VAULT 19



BOARD

OF

INDUSTRIAL

RELATIONS

ANNUAL

REPORT

1963

Digitized by the Internet Archive
in 2025 with funding from
Legislative Assembly of Alberta - Alberta Legislature Library

This report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during 1961.

Part I and IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purpose of Collective Bargaining.

Part VI sets forth procedure where female employees, who are employed by employers to perform identical or substantially identical work as males, may register claims for equal pay.

This report deals with those phases of the Board's work in giving assistance to workers and employers and affecting just and friendly settlements of all disputes.

PART I TO IV INCLUSIVE

	January 1/61 December 31/61	January 1/62 December 31/62	January 1/63 December 31/63
Number of Board Meetings (Included Public Hearings)	46	63	58
Number of Inspections	41,028	27,249	42,578
Number of Business Places Inspected	13,098	8,894	13,994
Number of Employees Affected by Inspections	75,795	49,671	67,318

SETTLEMENTS MADE:

Overtime Arrears	\$ 55,366.27	\$ 48,953.33	\$ 55,456.13
Vacation Pay Arrears	68,123.12	72,022.96	80,015.44
Under-payment of Minimum Wage	9,261.34	15,854.53	12,493.94
Non-payment of Wages Due	<u>85,209.88</u>	<u>145,840.24</u>	<u>108,175.85</u>
	\$217,960.61	\$282,671.06	\$256,141.36

Number of Employees Affected By Above Settlements:

Male	3368	3032	3757
Female	823	1279	1119
Number of Complaints Received	4191	6547	6793

Number of Employees for whom Weekly Increases obtained to at Least the Minimum Wage:

Male	98	58	98
Female	<u>430</u>	<u>286</u>	<u>258</u>
TOTAL	528	344	356

January 1/61
December 31/61

January 1/62
December 31/62

January 1/63
December 31/63

Amount of Weekly Increases
Obtained for above employees:

Male	\$ 478.29	\$ 333.69	\$ 437.84
Female	<u>1,237.89</u>	<u>841.41</u>	<u>765.13</u>
	\$1,716.18	\$1,175.10	\$1,202.97

Number of Vacation Pay
Stamp Books Sold

28,293	28,585	26,780
--------	--------	--------

Amount of Vacation Pay Stamps
Sold Under Order No. 6

\$1,925,819.26	\$2,059,772.68	\$1,672,404.07
----------------	----------------	----------------

INDUSTRIAL STANDARDS

Number of Schedules	30	15	15
Number of Interviews	818	807	682
Number of Inspections	509	248	311
Number of Complaints	66	76	68

PROSECUTIONS

Number of Businesses Charged	74	93	140
Number of Informations Entered	118	125	176
Number of Counts Involved			425
Convictions	80	81	115
Withdrawals	25	24	26
Dismissals	7	6	2
Pending	27	41	72
Appeals	2	1	Nil

Amount of Fines Assessed	\$ 2,085.00	\$ 2,090.00	\$ 3,535.00
Amount of Costs Assessed	285.70	346.20	488.90

Amounts Implicated:

Minimum	\$ 6,184.37	\$ 3,890.54	\$ 9,862.00
Arrears of Wages	19,190.81	23,613.95	19,712.33
Vacation Pay	<u>8,446.02</u>	<u>4,800.29</u>	<u>13,017.72</u>
	\$33,821.20	\$32,304.78	\$42,592.05



Digitized by the Internet Archive
in 2025 with funding from
Legislative Assembly of Alberta - Alberta Legislature Library

SUMMARY OF COURT CASES-BOARD OF INDUSTRIAL RELATIONS

Charges laid for Infractions of The Alberta Labour Act and Orders

For Year 1963.

		FINES	COSTS	I/D DAYS	ARREARS	INFORMATION BROUGHT FORWARD FROM 1962	NO. NEW CASES IN 1963	TOTAL COMPLETED	CONVICTIONS	DISMISSALS	WITHDRAWALS	COMMITTEES	WARRANTS EXECUTED	BALANCE CARRIED FORWARD TO 1964
Sec. 11 (1)	Failure to Maintain Time Records	\$ 200.00	\$ 28.40	210	\$ 348.36	2	9	10	9		1			1
Sec. 11 (4)	Failure to Produce Records on Board Order	550.00	50.50	390	9105.19	3	31	22	21	1		1	1	12
Sec. 29	Orders #1 and #2	70.00	48.20	50	408.45	2	12	4	8					10
Sec. 41	Failure to pay wages	940.00	98.60	325	19169.19	15	50	38	31	1	4			27
Sec. 43	Vacations with Pay													
Sec. 43	Order No. 5	820.00	143.00		7033.56	6	42	37	30		5		2	11
Sec. 43	Vacations with Pay													
Sec. 43 (8)	Order No. 6	905.00	84.90	90	3666.84	5	23	20	13		5		1	8
Sec. 43	Failure to Pay Order or Fines and Costs			40	2133.13	4	6	8	2		6	2		
Sec. 43	Vacations with Pay													
Sec. 52	Order No. 32				184.19	1	1	2			2			
Sec. 72 (7)	Automotive Schedule Part V of The Alberta Labour Act	50.00	35.30	30	543.14	1	1	1	1					1
Sec. 18	Shift Schedules					2	1	2			2			
								1			1			
		\$3535.00	\$488.90	1135	\$42592.05	41	176	145	115	2	26	3	4	72

Industrial Standards Schedules.

In the year 1963 two Industrial Standards conferences were convened at the instances of the employers and employees of the industry herein mentioned.

The 1961 Dairy Industry Schedule, Calgary Zone, was revised and the industry agreed to increase the minimum wage payable to certain classifications in the plant ranging from \$.2.20, \$15.10 to \$26.50 per month. Provisions were also incorporated to provide for a lesser minimum wage for seasonal employees engaged in the ice cream department during the months from May to August.

The minimum wage for field staff, such as route men, supervisors, transport drivers and salesmen was increased from \$18.00, \$23.50 to \$63.50 per month.

The industry has also altered the tenure of employment from 14 to 11 years when an employee may become entitled to an annual vacation of three weeks.

The Heat and Frost Insulators and Asbestos Industry, Edmonton Zone, formulated a Schedule. It is believed this is the first Schedule in the North American continent affecting this industry, while the trade has been in existence for a number of years.

The Schedule provides for a minimum wage of \$2.25 per hour, and overtime rate for work performed on ten holidays, the establishment of a 40 hour work week, overtime penalties, and the payment of eight hours for seven hours of work on a night shift.

The Schedule describes the Zone as being 25 miles from the corporate boundry of the City of Edmonton.

Board Activities - Part V

CERTIFICATIONS

	<u>1960</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>
Granted	158	140	210	143
Refused	32	42	64	37
Returned	4	7	30	11
Withdrawn	14	3	3	4
Pending	4	20	8	8

203

SUSPENSIONS OF CERTIFICATIONS

Certifications Suspended	6	0	0	0
Applications Refused	1	0	0	0
Applications Withdrawn	0	0	0	0
Application Pending	0	0	0	0
Application Returned	1	0	0	0

REVOCAION OF CERTIFICATIONS

Certifications Revoked	2	12	14	12
Applications for Revocation Refused	2	4	9	14
Applications for Revocation Pending	3	1	1	2
Applications for Revocation Withdrawn				11

39

CONCILIATIONS

Completed (Settled)	74	78	48	70
Pending	20	16	16	19
Withdrawn	6	6	16	13
To Conciliation Board	35	39	58	36
Lapsed	0	0	3	1

CONCILIATION BOARDS

Unanimous Awards	13	16	18	33
Majority Awards	11	14	3	12
Pending	3	3	13	4
Dissent by Employers Member	9	9	3	12
Dissent by Employees Member	2	3	0	0
Dissent by both members in different clauses		2	0	0

Some Conciliation Boards dealt with disputes involving more than one employer.

CONCILIATION BOARD AWARDS

Accepted by Both Parties	7	2	8	21
Accepted by Employers only	4	16	1	37
Accepted by Employees only	17	52	61	7
Rejected by Both Parties	9	49	4	16
Settled before Award Submitted.	0	2	11	4

<u>VOTES</u>	<u>1960</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>
Re:— Appointment of Bargaining agent	15	11	41	20
Re:— Conciliation Board Awards	20	143	60	82
Re:— Suspension of Certification	5	0	0	0
Re:— Strike Action	15	45	37	33
Re:— Revocation of Certification	2	8	12	10
Re:— Section 104 of The Alberta Labour Act	4	3	41	1

STRIKES AND LOCKOUTS

After Provisions of The Alberta Labour Act complied with

Strikes	4	5	14	13
Lockouts	1	0	0	0

Numbers involved in Legal Strikes and Lockouts

Employers	5	4	14	13
Employees	1177	598	425	721

Numbers involved in Illegal Strikes reported to the Board

Employers	0	0	0	0
Employees	0	0	0	0

THE INDUSTRIAL WAGES SECURITY ACT

A comparative statement as to deposits, exemptions and wage claims under The Industrial Wages Security Act is as follows:

<u>Lumbering Industry</u>	<u>1961</u>	<u>1962</u>	<u>1963</u>
Negotiable Security	\$40,229.52	\$39,025.00	\$45,400.00
Surety Bonds	39,278.31	38,150.00	14,400.00
	\$79,507.83	\$77,175.00	\$59,800.00
 Exemption Certificates Granted	 89	 92	 104
Wage Claims:			
Number	Nil	65	121
Amount	Nil	10,227.81	5,268.67
 <u>Coal Mining Industry</u>			
Negotiable Security	\$36,601.07	\$36,041.07	\$33,741.07
Surety Bonds	1,200.00	1,200.00	3,700.00
	\$37,801.07	\$37,241.07	\$37,441.07
 Exemption Certifications Granted	 33	 35	 35
 Wage Claims:			
Number	Nil	21	1
Amount	Nil	2,096.29	Nil
 <u>Coal Mining & Lumbering Industry</u>			
Total Securities	\$117,308.90	\$114,416.07	\$97,241.07
 Total Exemption Certificates	 122	 127	 139
 Total Wage Claims:			
Number	Nil	86	122
Amount	Nil	\$12,324.10	5,268.67

Appr. No. 1705
Particulars

Estimates
1963 to 1964

Proposed Estimates
1964 to 1965

Final
Estimates

Amount Expended
Sept. 30, 1963

B. Expenses

100	Accountable Advances	500.00	500.00	500.00	89.04
130	Advertising	3,600.00	12,950.00	-	
145	Automobile Purchase			200.00	24.65
160-185	Automobile (Equip. other than for trav.				
260-275	Contracts and Agreements				
305	Entertainment Expenses	200.00	200.00	200.00	
320	Fees & Commissions				
	(Include Convention Registration)				
335	Freight, Express & Cartage	13,000.00	17,000.00	13,000.00	3,399.16
350	Furnishings, Equipment & Tools	100.00	100.00	100.00	64.37
480	Maintenance in Homes & Schools	1,750.00	1,400.00	1,400.00	1,342.39
495-605	Materials & Supplies (Admin.)				
610-650	Materials & Supplies (Const.)	9,000.00	9,000.00	9,000.00	5,347.71
680	Miscellaneous Expenses	50.00	50.00	50.00	-
740	Postage	3,000.00	3,500.00	3,500.00	1,394.87
770-785	Rentals	1,000.00	1,000.00	1,000.00	25.00
795	Repair & Maintenance (Equip. & Tools)				
800	Repair & Maintenance (Office Machines)	1,000.00	1,000.00	1,000.00	
805	Salaries	319,460.00		323,530.00	401.27
825	Telephone & Telegraph	2,000.00	2,000.00	2,000.00	146,070.39
835	Transportation (Payment of)				1,061.39
845	Travel Exps. other than Pub. Servants	5,000.00	5,000.00	5,000.00	2,201.66
860-915	Travelling Expenses of Public Servants (Include Car Expenses)	25,000.00	26,000.00	26,000.00	13,030.61
930	Tuition (Payment of)				
960-970	Utilities				
980	Wages				
TOTAL		389,660.00		391,280.00	179,453.01
REVENUE:					

Increase or decrease in staff - Increase by one Board of Industrial Relations Inspector.

Give details:

Appr. No. 1705
Particulars

Estimates
1963 to 1964

Proposed Estimates
1964 to 1965

Final
Estimates

Amount Expended
Sept. 30, 1963

B. Expenses

100	Accountable Advances	500.00	500.00	500.00	89.04
130	Advertising	3,600.00	12,250.00	-	-
145	Automobile Purchase			200.00	24.65
160-185	Automobile (Equip. other than for trav.				
260-275	Contracts and Agreements				
305	Entertainment Expenses	200.00	200.00	200.00	24.65
320	Fees & Commissions				
	(Include Convention Registration)				
335	Freight, Express & Cartage	13,000.00	17,000.00	13,000.00	3,399.16
350	Furnishings, Equipment & Tools	100.00	100.00	100.00	64.37
480	Maintenance in Homes & Schools	1,750.00	1,400.00	1,400.00	1,342.89
495-605	Materials & Supplies (Admin.)				
610-650	Materials & Supplies (Const.)	9,000.00	9,000.00	9,000.00	5,347.71
680	Miscellaneous Expenses	50.00	50.00	50.00	-
740	Postage	3,000.00	3,500.00	3,500.00	1,394.87
770-785	Rentals	1,000.00	1,000.00	1,000.00	25.00
795	Repair & Maintenance (Equip. & Tools)				
800	Repair & Maintenance (Office Machines)	1,000.00	1,000.00	1,000.00	401.27
805	Salaries	319,460.00		323,536.00	146,070.39
825	Telephone & Telegraph	2,000.00	2,000.00	2,000.00	1,061.39
835	Transportation (Payment of)				
845	Travel Exps. other than Pub. Servants	5,000.00	5,000.00	5,000.00	2,201.66
860-915	Travelling Expenses of Public Servants (Include Car Expenses)	25,000.00	26,000.00	26,000.00	13,030.61
930	Tuition (Payment of)				
960-970	Utilities				
980	Wages				
TOTAL		389,660.00		391,280.00	179,453.01
REVENUE:					

Increase or decrease in staff - Increase by one Board of Industrial Relations Inspector.
Give details:

A D D E N D U M

Following the Labour-Management Conference convened by the Minister on November 25, 26 and 27, 1963, the submissions received from the parties were reviewed and it is proposed to recommend amendments to The Alberta Labour Act to reflect altered conditions and to promote more efficient and acceptable procedures under the legislation.

